



RACE & SOCIAL JUSTICE
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ACHIEVE EQUITY.

Circling back

**Assessment of current work
and**

development of 2012 – 2014 strategic plan



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Purpose of briefing:

1. Provide an overview of the process.
2. Describe the assessment results and direction of the Plan.
3. Share information about community meeting on November 12th .



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Overview of planning process

- Guided by high level steering committee.
- Utilize existing infrastructure / build capacity to address racial inequity.
- June thru Aug – met with key stakeholders to assess current efforts and opportunities for the next 3 years.
- Oct thru Nov – meet with key stakeholders to share draft plan; large community meeting Nov 12
- Jan – plan finalized and implementation begins



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Initial stakeholder meetings

- Conducted over 30 meetings with key stakeholders
- Discussions have been engaging and critical to assessing our work and planning for the future



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Assessment results – 4 major themes

Need to:

1. Focus on eliminating racial inequity in the community.
2. Use data to measure progress achieving measurable impact within the community.
3. Do a better job of coordinating information and aligning strategies across City departments.
4. Strengthen partnerships across institutions and community to leverage our ability to impact racial inequity.



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RSJI Three Year Plan (2012 – 14)

Our goal is to eliminate racial inequities in the community:

- health
- education
- jobs
- criminal justice / public safety
- housing
- community / economic development
- the environment



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RSJI Three Year Plan (2012 – 14)

We will:

- Use community-level racial inequity data to drive our strategies
- Track our progress at eliminating racial inequity over time to measure our success.

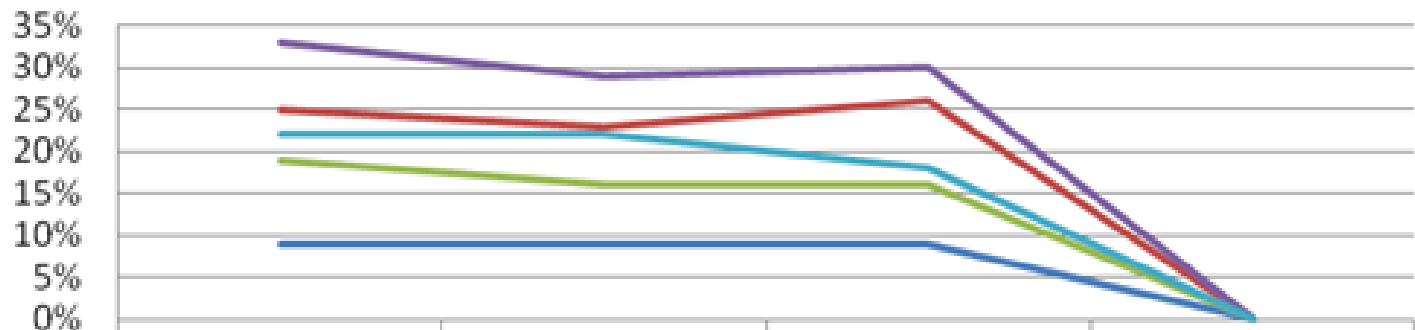


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Using data – racial inequity within poverty

Poverty Rate by Race



	Year: 1990	Year: 2000	Year: 2009	Year: ?
White	9%	9%	9%	0%
African American	25%	23%	26%	0%
Asian	19%	16%	16%	0%
Native American	33%	29%	30%	0%
Latino	22%	22%	18%	0%



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RSJI Three Year Plan (2012 – 14)

Strategies will include:

- Applying racial equity tools to City **programs**.
- Building racial equity into **policies** and City initiatives.
- **Partnering** with other institutions and the community.



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RSJI Three Year Plan (2012 – 14)

Equity Strategy One: Applying Racial Equity Tools to our Programs and Projects

Examples:

- **Jobs** – Seattle Jobs Plan
- **Education** – Families and Education Levy
- **Environment** – Healthy Foods Here
- **Housing** – Housing Vacancy website
- **Community development** – equity criteria built into transportation improvements
- **Health** – Food and Fitness Initiative
- **Criminal justice** – Landlord Liaison Project



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Equity Strategy Two: Building Racial Equity into Policies and city-wide Initiatives

Examples:

- **Jobs** – WMBE Contracting Equity policy
- **Education** – Disproportionality in school discipline
- **Environment** – Walk Bike Ride
- **Housing** – Barriers to Fair Housing plan
- **Community development** – Buy Local campaign
- **Health** – Food and Fitness Initiative
- **Criminal justice** – City use of criminal background checks in hiring



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Equity Strategy Three: Racial Equity in Community Partnerships

Examples:

- **Jobs** – Emerald Cities Collaborative
- **Education** – Race and Social Justice Community Roundtable
- **Environment** – Environmental Justice in Action Network
- **Housing** – Asset Building Collaborative
- **Community development** – Neighborhood Planning
- **Health** – Food and Fitness Initiative
- **Criminal justice** – Youth Violence Prevention Initiative



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RSJI Three Year Plan (2012 – 14)

Summary:

Across areas of racial inequity, we will

- Use community-level racial inequity data to drive our strategies and track our progress at eliminating inequity over time to measure our success.
- Applying racial equity tools to City programs.
- Building racial equity into policies and City initiatives.
- Partnering with other institutions and the community.



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In addition, we will put forth a goal to:

**Create greater public will to
eliminate racial inequity.**



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RSJI annual work plans by departments

Will

- Continue to be done by all departments.
- Be incorporated in departmental accountability agreements with the Mayor.
- Be focused on eliminating racial inequity in the community.
- Describe a common foundation and set of expectations across departments for capacity building and inclusive outreach and public engagement.



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Next steps

- Large community meeting Nov 12, 9 am to 1 pm, Rainer Community Center
- Departments develop 2012 work plans in alignment with the 3 year plan in Nov / Dec
- Steering committee, Mayor and City Council to approve assessment and plan in Dec / Jan
- Plan launched and implementation begins in Jan